LOWELL PUBLIC SCHOOLS

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## **Compensation for Substitutes**

To: Dr. Joel Boyd, Superintendent of Schools From: Dr. James P. Hall, Chief Operating Officer

Date: December 13, 2019

The following report is in response to the motion by Dominik Lay:

[Dominik Lay]: Request the Superintendent provide data for compensation for Substitute Teachers and Tutors. SC is to decide whether to change compensation amount in order to address issues with shortage of Substitute Teachers.

A number of variables factor into the shortage of substitute teachers for a particular day. On average, the District requires about 100 substitutes a day, and depending upon the amount needed for a particular day, the District typically has a shortage of 10-30 substitutes a day. If a school has a shortage of substitutes on a particular day, the principals must adjust resources and duties to ensure that each scheduled class is covered. For example, a paraprofessional may be reassigned from a regularly scheduled classroom to provide coverage for the absent teacher.

The unemployment rate and the use of retired teachers as tutors have certainly cut into the number of substitutes willing to work for the rate offered. Tutors make \$30/hour which is much higher than the rate for substitute teachers. Additionally, the Committee would need to consider how many more substitutes would be interested, if the rate was increased by the increase considered. Or, how much money would need to be offered to have an appreciable impact? For example, if the rate was increased \$10 per day, such would cost approximately \$200,000 per year. If such increased the number of substitutes by 5 per day, the Committee would need to assess whether that change was worth the increase, given other competing demands for resources.

I have enclosed a chart which shows the recent changes in the rates of compensation.

YEAR	NON DEGREE	DEGREE	RETIRED TEACHER
1998	\$55 (\$60 AFTER 15 NON CONSECUTIVE DAYS)	\$55 (\$70 AFTER 15 NON- CONSECUTIVE DAYS)	SAME AS DEGREE TEACHER
*2000 *BONUS OF \$100 AFTER 135 DAYS OF WORK IN A GIVEN SCHOOL YEAR	\$65	\$80	\$100
2017	\$80	\$95	\$105

with retired teachers and individuals who used to work as substitutes- clearly, lowering the amount of substitutes also designed to bring back our retired teachers to help fill demands. However, we are now filling tutor positions coverage in the classrooms, after consideration of the impact upon the budget. However, raises in rates were HR anticipated that past adjustments in substitute pay would help to alleviate the stresses associated with available. Tutors makes \$30/hour which is substantially higher than the rate of substitute teachers.